



GLOBAL
ENVIRONMENTAL
ENGINEERING INC.

**U.S. GENERAL SERVICES ADMINISTRATION
Federal Supply Service**

AUTHORIZED FEDERAL SUPPLY SCHEDULE

On-line access to contract ordering information, terms and conditions, up-to-date pricing, and the option to create an electronic delivery order are available through GSA Advantage!, a menu-driven database system. The INTERNET address GSA Advantage! is: www.GSAAdvantage.gov.

Schedule: 03FAC Facility Maintenance & Management

Section: 871-207 Energy Audit Services

**Contract
Number:** GS-21F-0137V

For more information on ordering from Federal Supply Schedules click on the FSS Schedules button at www.fss.gsa.gov.

**Contract
Period:** 09-03-2009 through 09-02-2014

**Contractor
Name:**



GLOBAL
ENVIRONMENTAL
ENGINEERING INC.

6140 Rashelle Drive Suite 1
Flint, Michigan 48507
Phone 810-238-9190
Toll Free 800-423-2043
Fax 810-238-9195
www.globaleei.com

**Business
Size:** Small

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CONTRACT MODIFICATIONS

No. GSA Schedule Price List is effective 09-03-09 and has not been modified.

INFORMATION FOR ORDERING OFFICES

1a. Awarded Special Item Numbers:

SIN	Description
871-207	Energy Audit Services

1b. Lowest Priced Model Number and Lowest Unit Price for the Special Item Number Awarded in the Contract:

Lowest Hourly Rate	Description
Clerical/Accounting	\$24.68

1c. Corresponding Commercial Job Titles and Position Descriptions:

See Price List page 12.

2. Maximum Order

SIN 871-207 \$1,000,000.00

3. Minimum Order

SIN 871-207 \$100.00

4. Geographic Coverage (Delivery Area):

The scope of this contract is the 48 contiguous states, Alaska, Hawaii, and Washington, D.C. for SIN 871-207.

5. Points of Production (City, and State or Foreign Country):

Global Environmental Engineering Inc.
6140 Rashelle Dr. Suite 1
Flint
Genesee County
Michigan 48507
Phone: 810-238-9190
Fax: 810-238-9195
Toll Free: 800-423-2043
mkeyes@globaleei.com
www.globaleei.com

Headquarters
Global Environmental Engineering Inc.
129 Bridge Street
Post Office Box 352

Elk Rapids
Emmet County
Michigan 49629
Phone: 231-264-3000
Fax: 231-264-3001
wkorreck@globaleei.com
www.globaleei.com

6. Discounts from Commercial Price Lists:

Discounts offer to GSA range from 4 to 51 percent off the Commercial Price List.

7. Quantity Discounts:

None

8. Prompt Payment Terms:

Net 30 Days

9a. Government Commercial Credit Cards are accepted at or below the micro-purchase threshold:

Government Commercial Credit Cards are accepted by Global at or below the \$2,500 micro-purchase threshold.

9b. Government Commercial Credit Cards are accepted above the micro-purchase threshold:

Government Commercial Credit Cards are accepted by Global for payments above the micro-threshold level.

10. Foreign Items (List Items by Country):

None in SIN 871-207

11a. Time of Delivery:

Standard delivery terms for receipt of a report following the completion of an energy audit are 30 days, however, actual delivery terms will be dependent on the size and location of the audited facility and the buyer will be notified of the delivery date before beginning any work at the site.

INFORMATION FOR ORDERING OFFICES

11b. Expedited Delivery:

Faster delivery times than those set forth in paragraph 11a. above are available from Global at a timetable and hourly rates that may be agreed upon by the ordering agency and Global.

11c. Overnight and 2-day Delivery:

Not Available

11d. Urgent Requirements:

Clause I-FSS-140-B applies to this situation. A contracting agency may contact Global's representative to possibly affect a faster delivery.

12. F.O.B. Point:

Destination

13a. Ordering Address:

Global Environmental Engineering Inc.
6140 Rashelle Dr. Suite 1
Flint
Genesee County
Michigan 48507
Phone: 810-238-9190
Fax: 810-238-9195
Toll Free: 800-423-2043
mkeyes@globaleei.com
www.globaleei.com

13b. Ordering Procedures

For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPA's) are found in Federal Acquisition Regulation (FAR) 8.405-3.

14. Payment Address:

Payments may be made to:

Global Environmental Engineering Inc.
6140 Rashelle Dr. Suite 1
Flint, Michigan 48507

15. Warranty Provisions:

Standard Commercial Service Warranty.

16. Export Packing Charges:

Not Applicable to this Contract.

17. Terms and Conditions of Government Purchase Card Acceptance (Any thresholds above the micro-purchase level):

No special terms and conditions for acceptance of payment using the Government Purchase Card above the micro-purchase level.

18. Terms and conditions of rental, maintenance, and repair (if applicable).

Not applicable.

19. Terms and Conditions of Installation (if applicable).

Not applicable.

20. Terms and Conditions of Repair Parts (if applicable):

Not applicable.

20a. Terms and Conditions for any Other Services (if applicable):

Not applicable.

21. List of Service and Distribution Points (if applicable):

Not applicable.

22. List of Participating Dealers (if applicable):

Not applicable.

23. Preventive Maintenance (if applicable):

Not applicable

INFORMATION FOR ORDERING OFFICES

24a. Environmental Attributes (e.g., recycled content, energy efficiency, and/or reduced pollutants):

Not applicable.

24b. Section 508 Compliance:

Not applicable.

25. Data Universal Number System (DUNS) Number:

DUNS No.: 88-321-1915

26. Notification Regarding Registrations in Central Contractor Registration (CCR) Database:

Global has registered with the Central Contractor Registration Database and has been assigned the Cage Code: 596S1



SUGGESTED FORMATS FOR BLANKET PURCHASE AGREEMENTS

(2) Delivery:

DESTINATION

DELIVERY SCHEDULE

(3) The ordering activity estimates, but does not guarantee, that the volume of purchases through this agreement will be _____.

(4) This BPA does not obligate any funds.

(5) This BPA expires on _____ or at the end of the contract period, whichever is earlier.

(6) The following office(s) is hereby authorized to place orders under this BPA.

OFFICE

POINT of CONTACT

(7) Orders will be placed against this BPA via FAX, or paper.

(8) Unless otherwise agreed to, all deliveries under this BPA must be accompanied by delivery tickets or sales slips that must contain the following information as a minimum:

- (a) Name of Contractor
- (b) Contract Number
- (c) BPA Number
- (d) Model Number or National Stock Number (NSN)
- (f) Date of Purchase
- (g) Quantity, Unit Price, and Extension of Each Item (unit prices and extensions need not be shown when incompatible with the use of automated systems; provided, that the invoice is itemized to show the information)
- (h) Date of Shipment

(9) The requirements of a proper invoice are specified in the Federal Supply Schedule contract. Invoices will be submitted to the address specified within the purchase order transmission issued against this BPA.

(10) The terms and conditions included in this BPA apply to all purchases made pursuant to it. In the event of an inconsistency between the provisions of this BPA and the Contractor's Invoice, the provisions of this BPA will take precedence.

APPENDIX A

Description of Complete Facilities Maintenance Services to be Provided Under SIN 871-207 – Energy Audit Services

Global Environmental Engineering, Inc. (Global) incorporated in 1992 in Elk Rapids, Michigan as a full service environmental consultant. In 1995 Global expanded to include an office in Flint, Michigan and subsequently in 2001 expanded into southwest Michigan with a Delton, Michigan office. Throughout, Global has sought and retained individuals of experience and expertise in all aspects of environmental investigation, design, remediation, regulatory compliance and environmental stewardship, and energy management services. Global currently employs 14 professionals several of which have over 20 years experience in multiple aspects of environmental fields. Global, despite its size, has been a major contractor to the State of Michigan through several contractual programs. Global is a preferred contractor to many Michigan Department of Environmental Quality (MDEQ) project managers and retains close relationships with nearly every district office in the state.

Global has been successful by providing clients with effective and insightful recommendations and services usually limited only to larger firms while providing these services at a much lower price due to our close control of overhead costs. Global has striven to maintain the most up to date training and dynamic personnel to meet and adapt to the changing needs of both our clients and the regulations with which they must comply. It is that philosophy that has driven Global to develop a program of energy surveys and carbon foot print analysis. We feel that Global truly offers our clients the benefits of an environmental consultant; we can help maintain compliance, cleanup wrongs; and reduce operating cost by helping our clients become more environmentally conscience and better stewards of our resources.

Global's Energy Audit Program is based on a holistic approach to energy conservation, energy reduction and the use of renewable energy sources. In our energy audits, Global will provide the client with a suite of recommendations that offer maximum results within the balance of conservation, reduction, and renewable sources. Each audit is tailored to the needs and budget of the individual client.

Global offers a variety of energy audits from a Baseline to a Comprehensive Energy. Global and it's team of business associates provide expert support in performing energy audits and then bringing their findings, analyses and recommendations together in detailed studies and reports documenting the current situation and suggested remedial actions.

Baseline Energy Audit:

Global has developed a Baseline Energy Audit to provide a current status of the energy demands at the location investigated. Global will review utility bills, and complete a walk through of the building to identify the potential energy saving opportunities. Upon completion Global will prepare a summary report comparing the energy demands of the facility to similar types of buildings.

Comprehensive Energy Audit

Global has completed a variety of Comprehensive Energy Audits with the intent of providing the client a complete evaluation of the facility and a complete recommendation package with anticipated cost for implementing. In addition each recommendation illustrates the cost savings associated when the recommendations are implemented and the return on the investment dollars. All recommendations are ranked to allow the client to make easy educated decisions based on budget and potential long and short term cost savings.

APPENDIX A

The Comprehensive Energy Audit follows these process steps:

- Complete a thorough walk-through of the building to identify energy uses
- Complete a thorough walk-through of the building to identify building systems that may detract from energy conservation (e.g., windows, doors, roofs, insulation, etc.)
- Develop database of load and load profiles
- Review utility bills, demand and rates
- Thermal Imaging of building envelope
- Evaluate building occupant protocols and procedures for potential energy saving behavior modifications
- Prepare a summary report of the findings including recommendations for energy conservation procedures, energy saving equipment upgrades or replacements and opportunities to incorporate renewable energy systems.
- Draft requests for proposals to implement recommendations
- Respond to bidder questions and evaluate bid responses
- Monitor the implementation of the recommendations
- Collect data to measure the effectiveness of the recommendations
- Provide training to building occupants when implementing behavior modifications

APPENDIX B

DESCRIPTION OF LABOR SERVICES OFFERED

Project Director – The primary responsibilities include the following:

- The development and maintenance of the client base
- The long-term management of Clients
- Staff and equipment scheduling
- Staff assignments, roles, and responsibilities
- Staff training and professional development
- Supervision of Project Managers
- Review of project budgets
- Reviewing monthly invoices
- Monitoring accounts receivable and coordinating invoices with clients
- Monitoring work in progress and coordinating invoicing procedures
- The final step in Quality Assurance/Quality Control procedures

QUALIFICATIONS: Bachelors Degree in related field plus at least 10 years experience; or Masters Degree in related field plus at least 8 years experience; or Doctoral Degree in related field plus at least 5 years experience.

Senior Project Manager – The primary responsibilities include the following:

- The development and maintenance of the client base
- The long-term management of Clients
- Staff training and professional development
- Reviewing and/or Preparing Project Proposals including Cost Estimates, Scope of Services and Schedules for the completion of Projects
- Supervision of project budgets
- Reviewing and/or preparing project related reports
- Reviewing and/or preparing monthly progress reports
- Reviewing and/or preparing monthly invoices
- Monitoring accounts receivable and coordinating invoices with clients
- Monitoring work in progress and coordinating invoicing procedures

QUALIFICATIONS: Bachelors Degree in related field plus at least 10 years experience; or Masters Degree in related field plus at least 8 years experience; or Doctoral Degree in related field plus at least 5 years experience.

Project Manager – The primary responsibilities include the following:

- Assisting the Senior Project Manager
- Preparing Project Proposals including: Cost Estimates, Scope of Service, and Schedules for the completion of projects
- The daily management of project related activities
- Scheduling project related activities
- Scheduling and managing sub-consultants and contractors
- Scheduling and managing field personnel and technicians
- Management of project budgets
- The preparation of project related reports
- The preparation of monthly progress reports

APPENDIX B

- The preparation of monthly invoices
- Monitoring accounts receivable and coordinating invoices with clients
- The first and/or second step in Quality Assurance/Quality Control procedures
- Marketing Role – Management of existing clients is Globals most important marketing tool by providing quality, timely service.

QUALIFICATIONS: Bachelors Degree in related field plus at least 8 years experience; or Masters Degree in related field plus at least 6 years experience; or Doctoral Degree in related field plus at least 4 years experience; or Recommendation of the Senior Project Manager.

Professional Engineer (PE) – The primary responsibilities include the following:

- Assisting the Senior Project Manager
- The development and maintenance of the client base
- The long-term management of Clients
- Staff training and professional development
- Reviewing and/or Preparing Project Proposals including Cost Estimates, Scope of Services and Schedules for the completion of Projects
- Supervision of project budgets
- Reviewing and/or preparing project related reports
- Reviewing and/or preparing monthly invoices
- Monitoring accounts receivable and coordinating invoices with clients
- Monitoring work in progress and coordinating invoicing procedures

QUALIFICATIONS: Bachelors or Masters Degree in Engineering plus the successful completion of PE Exam/Licensure Requirements 40-Hour HAZWOPER training

Senior Project Engineer – The primary responsibilities include the following:

- Assisting the Professional Engineer or Sr. Project Manager
- Assisting with the preparation of Project Proposals including: Cost Estimates, Scopes of Service, and Schedules for the completion of Projects.
- The daily supervision of project related activities
- Coordinating project related activities
- Coordinating with sub-consultants and contractors
- Coordinating with the Senior Project Engineer/Project Manager and field personnel
- The preparation of project related reports/plans
- Leading field teams during site reviews
- Coordinating access for site reviews
- The collection and compilation of data and information necessary for report/plan preparation
- Review of project budgets and target completion dates
- The first step in Quality Assurance/Quality Control procedures

QUALIFICATIONS: Bachelors or Masters Degree in Engineering plus the 10 years experience, 40-Hour HAZWOPER training

Project Engineer – The primary responsibilities include the following:

- Assisting the Professional Engineer or Sr. Project Manager
- Assisting with the preparation of Project Proposals including: Cost Estimates, Scopes of Service, and Schedules for the completion of Projects.
- The daily supervision of project related activities

APPENDIX B

- Coordinating project related activities
- Coordinating with sub-consultants and contractors
- Coordinating with the Senior Project Engineer/Project Manager and field personnel
- The preparation of project related reports/plans
- Leading field teams during site reviews
- Coordinating access for site reviews
- The collection and compilation of data and information necessary for report/plan preparation
- Review of project budgets and target completion dates
- The first step in Quality Assurance/Quality Control procedures

QUALIFICATIONS: Bachelors or Masters Degree in Engineering plus 3 years experience 40-Hour HAZWOPER training

Staff Engineer – The primary responsibilities include the following:

- Assisting the managerial staff
- The daily supervision of project related activities
- Coordinating project related activities
- Coordinating with sub-consultants and contractors
- Coordinating with the Senior Project Engineer/Project Manager and field personnel
- The preparation of project related reports/plans
- Leading field teams during site reviews
- Coordinating access for site reviews
- The collection and compilation of data and information necessary for report/plan preparation
- Review of project budgets and target completion dates

QUALIFICATIONS: Bachelors or Masters Degree in Engineering, 40-Hour HAZWOPER training

Senior Geologist – The primary responsibilities include the following:

- Assisting the Project Manager
- The daily supervision of project related activities
- Coordinating project related activities
- Coordinating with sub-consultants and contractors
- Coordinating with the Project Manager, field personnel and technicians
- The preparation of project related reports
- Leading field teams during site reviews
- Coordinating access for site reviews
- The collection and compilation of data and information necessary for report preparation
- Review of project budgets and target completion dates
- The first step in Quality Assurance/Quality Control procedures

QUALIFICATIONS: Bachelors Degree in related field plus at least 5 years experience; or Masters Degree in related field plus at least 3 years experience; or Doctoral Degree; or Recommendation of the Senior Project Manager.

Hydrogeologist – The primary responsibilities include the following:

- Assisting the Project Manager
- Assisting with the preparation of Project Proposals including: Cost Estimates, Scope of Service, and Schedules for the completion of Projects

APPENDIX B

- Leading field teams during groundwater investigations
- Evaluating collected groundwater data
- Preparing groundwater models based on field data and laboratory analysis
- Providing training to staff level personnel

QUALIFICATIONS: Bachelors Degree in related field plus at least 5 years experience; or Masters Degree in related field plus at least 3 years experience; or Doctoral Degree; or Recommendation of the Senior Project Manager.

Project Geologist – The primary responsibilities include the following:

- Assisting the Project Manager
- Assisting the Staff Engineer and Geologist
- The daily implementation of project related activities
- Data Collection
- Conducting site reviews
- Assisting with the preparation of reports (writing, copying, collating, binding, etc.)
- Working with the field technicians, when required

QUALIFICATIONS: Bachelors Degree in related field

Environmental Scientist – The primary responsibilities include the following:

- Assisting the Staff Engineer and Geologist
- The daily implementation of project related activities
- Data Collection
- Conducting site reviews
- Assisting with the preparation of reports (writing, copying, collating, binding, etc.)
- Working with the field technicians, when required

QUALIFICATIONS: Associates Degree or equivalent; 40-Hour HAZWOPPER training

Senior Environmental (Field) Technician – The primary responsibilities include the following:

- Assisting the Environmental Scientists and project level staff
- The daily implementation of project related activities
- Data Collection
- Conducting site reviews
- Perform sampling operations and collection including collection of air, water and soil
- Working with the field technicians, when required
- Maintenance of field vehicles and equipment
- Training Field Technicians in standard operating procedures
- Training Field Technicians in the use of standard field equipment
- Tracking and scheduling of office and individual training programs, safety programs, and medical monitoring
- Chain of Custody tracking and record keeping
- Ordering and stocking of field supplies and safety equipment

QUALIFICATIONS: High School Diploma or equivalent Relative Experience plus at least 2 years experience 40 Hour HAZWOPPER training

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Environmental (Field) Technician – The primary responsibilities include the following:

- Assisting the Senior Environmental Scientists
- The daily implementation of project related activities
- Data Collection
- Conducting site reviews
- Perform sampling operations and collection including collection of air, water and soil
- Maintenance of field vehicles and equipment
- Training Field Technicians in standard operating procedures
- Training Field Technicians in the use of standard field equipment
- Tracking and scheduling of office and individual training programs, safety programs, and medical monitoring
- Assisting with the preparation of reports (writing, copying, collating, binding, etc.)

QUALIFICATIONS: High School Diploma or equivalent; 40 Hour HAZWOPER training

Senior Certified Asbestos Inspector – The primary responsibilities include the following:

- Responsible for the completion of Asbestos Inspections
- Supervision of project budgets
- Supervision of project related activities
- Reviewing and/or preparing project related reports

QUALIFICATIONS: Associates Degree or equivalent Michigan Accredited Asbestos Building Inspector and at least 10 years experience; 40-Hour HAZWOPPER training

Certified Asbestos Inspector – The primary responsibilities include the following:

- Responsible for the completion of asbestos inspections
- Supervision of project budgets
- Supervision of project related activities
- The preparation of project related reports

QUALIFICATIONS: High School Diploma or equivalent; Michigan Accredited Asbestos Building Inspector; 40-Hour HAZWOPPER training

Senior Environmental Site Assessor – The primary responsibilities include the following:

- Assisting the Environmental Scientists/Engineer/Geologist
- The daily implementation of project related activities
- Data Collection
- Conducting site reviews/interviews
- Perform sampling operations and collection including collection of air, water and soil
- Assisting with the preparation of reports (writing, copying, collating, binding, etc.)

QUALIFICATIONS: High School Diploma or equivalent and 5 years relative experience
40 Hour HAZWOPER training

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Environmental Site Assessor – The primary responsibilities include the following:

- Assisting the Environmental Scientists/Engineer/Geologist
- The daily implementation of project related activities
- Data Collection
- Conducting site reviews/interviews
- Perform sampling operations and collection including collection of air, water and soil
- Assisting with the preparation of reports (writing, copying, collating, binding, etc.)

QUALIFICATIONS: High School Diploma or equivalent and at least 2 years relative experience; 40 Hour HAZWOPER training

Storm Water Inspector – The primary responsibilities include the following:

- Assisting the Senior Environmental Scientists/Engineer/Geologist
- The daily implementation of project related activities
- Data Collection
- Conducting site reviews
- Assisting with the preparation of reports (writing, copying, collating, binding, etc.)

QUALIFICATIONS: High School Diploma or equivalent; Related Work Experience; Certified Industrial Storm Water Operator; 40 Hour HAZWOPER training

Drafter/CADD – The primary responsibilities include the following:

- Prepare property sketches, drawings and figures using a computer program to communicate engineering ideas, design, and information.
- Requires use of recognized system of symbols, legends, shading and lines having specific meanings
- Requires skills in drafting methods, procedures, and techniques

QUALIFICATIONS: High School Diploma or equivalent; Completion of sufficient coursework from college courses or specific CADD training courses

Clerical/Accounting – The primary responsibilities include the following:

- Operation of the phone system
- Greeting office visitors
- Sending, receiving, and distributing facsimiles
- The collection and distribution of incoming mail
- Handling outgoing mail (mailing labels, envelopes, overnight packages, etc.)
- Word Processing including: formatting and finalizing letters, reports, proposals, memos, tables, spreadsheets, invoices, etc.
- Copying and assembling documents
- Tracking and recording outgoing invoices and incoming receivables
- Documenting the purchase, distribution, and use of office supplies
- Monitoring the status of office supplies
- Assisting the project manager
- File management (current projects, archived projects, invoices and receivables)
- Tracking of proposals, project initialization sheets, and project numbers

QUALIFICATIONS: High School Diploma or equivalent; Related Work experience

GSA SCHEDULE PRICE LIST – EXEMPT LABOR CATEGORIES

SIN(s) Proposed	Service Proposed (e.g. Job Title/Task)	Education/ Certification Level	Price Offered to GSA (including IFF)
All Categories Effective for SIN 871-207	Project Director	B.S. Degree +10years experience or M.S. Degree + 8 years experience or PhD + 5 years experience	\$ 84.33
	Senior Project Manager	B.S. Degree +10years experience or M.S. Degree + 8 years experience or PhD + 5 years experience	\$ 79.64
	Project Manager	B.S. Degree +8years experience or M.S. Degree +6 years experience or PhD + 4 years experience	\$ 77.38
	Professional Engineer	B.S. Degree or M.S. Degree in Engineering + PE exam/licensure	\$ 116.06
	Senior Project Engineer	B.S. Degree or M.S. Degree in Engineering + 10 year experience	\$ 64.48
	Project Engineer	B.S. Degree or M.S. Degree in Engineering + 3 years experience	\$ 68.01
	Staff Engineer	B.S. Degree in Engineering	\$ 55.01
	Senior Geologist	B.S Degree + 5 years experience or M.S. Degree + 3 years experience or PhD	\$ 72.54
	Hydrogeologist	B.S Degree + 5 years experience or M.S. Degree + 3 years experience or PhD	\$ 74.96
	Project Geologist	B.S. Degree	\$ 62.87
	Senior Environmental (Field) Technician	High School Diploma or Equivalent + 2 years experience	\$ 55.01
	Environmental (Field) Technician	High School Diploma or Equivalent	\$ 44.73
	Senior Certified Asbestos Inspector	Associates Degree or Equivalent + Michigan Accredited Building Inspector + 10 years Experience	\$ 72.54

GSA SCHEDULE PRICE LIST – EXEMPT LABOR CATEGORIES

SIN(s) Proposed	Service Proposed (e.g. Job Title/Task)	Education/ Certification Level	Price Offered to GSA (including IFF)
All Categories Effective for SIN 871-207	Certified Asbestos Inspector	Associates Degree or Equivalent + Michigan Accredited Building Inspector	\$ 62.87
	Senior Environmental Assessor	High School Diploma + 5 years experience	\$ 55.01
	Environmental Assessor	High School Diploma + 2 years experience	\$ 49.57
	Storm Water Inspector	High School Diploma + Certification in industrial storm water	\$ 36.27

GSA SCHEDULE PRICE LIST – NON-EXEMPT LABOR CATEGORIES

SIN(s) Proposed	Service Proposed (e.g. Job Title/Task)	Education/ Certification Level	Price Offered to GSA (including IFF)
All Categories Effective for SIN 871-207	Environmental Scientist	Associates Degree or Equivalent	\$ 48.46
	CADD	High School Diploma + completion of sufficient college course work or specific CADD training courses	\$ 43.52
	Clerical/Accounting	High School Diploma or equivalent + related work experience	\$ 24.68